SCiences Po Available Position: Full Professorship in Sociology

with a specialization in firms, organizations, work

December 2014

General Profile

We are pleased to announce that a full professorship position (professeur(e) des universités) is available at Sciences Po-Paris. This position is designed to bolster the work of the Center for the Sociology of Organizations on firms and new forms of economic governance. Firms are a central topic at CSO, with research focused on: changes in the organization of work within firms; shifts in power relations at the level of middle management as well as among the different stakeholders who define strategy (shareholders and managers in particular); the multiple forms of regulation to which firms are subject; and the geographical anchoring of their activity. This research does not look at firms in isolation; rather, scholars investigate the interrelations between firms and public policy, markets, professions, and, more recently, law and social movements.

Responsibilities

Research

Candidates should have experience conducting research that, based on the tools of organizational sociology, sociology of work, and labor and employment relations, examines firms in order to clarify the transformations of capitalism. We are particularly seeking candidates in the following areas of research:

- the development of new organizational forms, as well as the implementation of new management practices and tools, norms and standards, or social and environmental responsibility procedures;
- the impacts of financialization and market liberalization;
- the shifting economic environments in which firms operate – be it the diversity of regulatory forms they are subject to or the internationalization of their activities, personnel, partners, and/or clients;
- new forms of work organizations and activity distribution, the dialectic of autonomy and control, changes in the employer/employee relationship and new forms of precariousness they may imply;
- professions, labor and employment relations, new sources of conflict, and the role of labor law and its uses;
- career management and assessment;
- the impacts of new information and communication technologies;
- the definition and transmission of skills.

Research at Sciences Po

Sciences Po is an institution of higher learning and research in the social sciences. Its permanent scientific community – 210 professors and researchers – is structured in 12 entities recognized at the international level (including 5 units shared with the National Center for Scientific Research (CNRS) and 4 research centers accredited for the training of doctoral candidates) and 5 departments (sociology, political science, history, economics, and law).

The Unit

A research unit shared between Sciences Po and the CNRS, the Center for the Sociology of Organizations was founded by Michel Crozier in 1964. The CSO develops its work at the crossroads of the sociology of organizations, economic sociology, and the sociology of public policy, in order to rethink together the transformations of the state, markets, and organizations. Today, the CSO includes more than 70 persons of which 22 are researchers and professors coming from different disciplines of the social and human sciences. Its research is structured in seven programs (economic behavior; risks; higher education and research; health; firms; labor markets and professions; territories and urban developments) and four cross-cutting axes (government, governance, regulation; production, circulation and use of knowledge; division and evaluation of work; organizations and markets).
Candidates’ research must be strongly grounded in empirical and ethnographic methods: a focus on interviews, observation, and document analysis is essential. An additional asset would be complementary quantitative methods skills, whether general statistical methods, network analysis, longitudinal analysis, or textual analysis methods.

Teaching

Candidates are expected to teach courses in sociology (general sociology, sociology of organizations, economic sociology, sociology of work, sociology of labor and employment relations) and methods (particularly qualitative), for undergraduate students on our Paris and regional campuses, as well as graduate students (masters and PhD level). We will look favorably on candidates who are able to teach in areas that lie beyond their research specializations and who are keenly aware of the international debates currently underway in the field of sociology. A firm commitment to participate in the implementation of the new school of Business administration at Sciences Po is also expected.

Profile

We are seeking candidates who can prove their ability to develop scientific partnerships with firms and build bridges between firms’ concrete concerns and the most advanced research questions. Candidates must also be committed participants in highly reputable and active international scientific networks.

Exemplary English-language skills are imperative, as the future teacher may be required to conducted classes in that language. A capacity to teach in French is expected.

Application Process

Candidates interested in this position are invited to contact Olivier Borraz (olivier.borraz@sciencespo.fr), director of CSO, as soon as possible, with a cover letter, CV, and a list of publications (all in electronic form).

This position will be officially opened for applications by the March-April of 2015. The application process will be the same as for professors in public institutions.

Non-French professors or candidates with positions outside of France and who have not been accredited by the French National University Council (Conseil national des Universités) must be reviewed by the Scientific Council of Sciences Po in order to determine if they are eligible for this position. Candidates who meet this description are asked to contact the CSO before March 13, 2015 in order to prepare for this review process.

Once the position is open for applications, candidates will have to complete the application materials in the “Galaxie” database of the Ministry for Higher Education and Research within one month.

Evaluation of Applications

The selection committee will examine applications in April and May 2015 and proceed to a short list of candidates who will be interviewed.

Interviews

Interviews will be held in Paris in June 2015. They will take place in two stages. The first part, open to the public, will include a presentation of the work of the candidate, followed by an open discussion with the members of the selection committee and the members of the public. The second part will consist of an interview limited to the selection committee.

Decision and start date

The final decision will be taken before July 15th 2015.

Expected arrival at Sciences Po: September 1st 2015 (negotiable).

Contacts

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Useful Links

CSO
www.cso.edu

Galaxie
www.galaxie.enseignementsup-recherche.gouv.fr/candidats.html